



HAYWARD EDUCATION ASSOCIATION

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Website (announcements, forms, contract, etc.): www.heahayward.org



November 1, 2024 – Friday Follow-up



YOUR ^{IS} YOUR
VOTE = VOICE

VOTE - VOTE- VOTE - VOTE - VOTE - VOTE - VOTE - VOTE

(In case you didn't notice - we would like you to vote because your vote counts!!!)

THE TEACHERS' CHOICE *for Hayward schools*

Peter **BUFETE**
FOR HAYWARD UNIFIED SCHOOL BOARD

Austin **BRUCKNER-CARRILLO**
FOR HAYWARD UNIFIED SCHOOL BOARD

Sara **PRADA**
FOR HAYWARD UNIFIED SCHOOL BOARD

ONLY 4 DAYS LEFT TO ELECTION DAY!

[Sign Up Today to Help Elect the Teachers' Choice for HUSD Board](#)

HEA Community Canvassing Event

Saturday, November 2, from 10am-1pm at the HEA Office
93 Jackson St., Hayward 94544

Join us this Saturday for our final day to campaign for our endorsed school board candidates!

Canvassing activities typically last 2-3 hours, and all training and materials will be provided. Attached are some materials to review in advance, which will get you in and out of the office faster and better prepare you to hit the ground! It's really helpful to [download the PDI app](#) BEFORE you arrive, and make sure you "Allow" location access when you install to make the app fully functional. We'll provide login information when you arrive.

This is a competitive race, with our endorsed candidates **Austin Bruckner Carrillo, Peter Bufete and Sara Prada** running against anti-union opponents of public education. **Voters trust educators more than than any other group** when it comes to electing school board members, so your work makes all the difference in the outcome of this election. *Voters don't just need to hear from you, they actually want to hear from you!*

Please contact Zev Kvitky (zkvitky@cta.org) with any questions in advance of Saturday. We look forward to seeing you soon.

Tuesday, Nov 5, Voter Guide

Make your voice heard Tuesday, Nov. 5 – VOTE! HEA/CTA is endorsing:

- Austin Bruckner Carrillo – HUSD School Board
- Peter Bufete – HUSD School Board
- Sara Prada – HUSD School Board
- See attached [CTA Chapter Endorsements](#) for local candidates and measures in your voting district

Time Off to Vote (A Note Taken from the District's Newsletter)

With Election Day around the corner, we want to remind you of the state voting leave law.

1. If you do not have sufficient time outside of working hours to vote, you are allowed to take up to two hours of paid time off.
2. This time off should be taken at the beginning or end of your "shift".
3. You are required to give your supervisor notice at least two working days in advance if you require time off to vote.

So, if you require time off to vote, let your admin know today!



TK MOU Update

While much of the TK MOU is complete, the District does not have a proposal yet regarding TK Special Education - specifically, there is no clarity on what assessment tools are to be used and where to place students once assessed (currently, we do not have TK SDC classes). As a "solution" to student placement, the District placed a TK student in a K-2 SDC class. The student was removed when it was pointed out that, with that placement, they had violated the contract when they expanded the number of grade levels in the K-2 SDC class without checking with the union. It appears that they have since placed students in preschool SDC classes, reclassifying the students as preschool for the assignment-sake. We are hoping that forcing the District to include a Sp Ed component and response in the TK MOU will help with the proper placement of students based on the students' needs rather than at the whim and convenience of the District.

UPDATE: Ed Services (Dr Lisa Davies) has agreed to send us dates to complete negotiations and include Sp Ed in the agreement. While we wait, Ed Services will honor the portion of the tentative agreement that provides for an annual TK classroom allocation of \$1,000 to meet and support the foundational requirements (PTKLF), and the purchase of consumable materials. In the event the CDE changes requirements the parties agree to meet to negotiate this amount.

Las Lomas (LLEA) Ends Strike with Gains!

After three powerful and inspiring days on the picket line, the Las Lomas Education Association won a tentative agreement that includes a **16% raise over three years**. LLEA also won a crucial improvement in their health benefits. Las Lomas educators have struggled to make ends meet while working in the wealthiest zip code in the country. The strength and solidarity of this 92-member chapter shows that no matter where we work or the size of our local chapter, when we fight, we win! (excerpt from the CTA Bulletin) [For more info see the latest CTA Bulletin.](#)



Issues Conference Sponsorship Sign-up

HEA is looking to sponsor **2** Members to attend the CTA Issues Conference on January 17th-19th in Las Vegas. If interested, email the HEA office **before 4pm on November 20th!**

The CTA Issues Conference brings together local leaders and activists to learn, discuss, and strategize so that we can organize and increase our collective voice on the state and local issues that matter most in education.

This year's sessions will include hot topics and skill- building sessions that can be put to use immediately! [See the attached Issues Conference flyer for details.](#)

New Educator Weekend Sponsorship Sign-up - Deadline Extended!

HEA is looking to sponsor **3** Members to attend CTA's New Educator Weekend Conference on December 6-8, 2024. If interested in being considered, email office@heahayward.org **before 4pm on November 6th!**

CTA's New Educator Weekend (NEW) - North is a conference **for educators in their first three years in the profession**. The conference has everything that educators need to be successful in their first years of teaching, including sessions about classroom management, creating engaging classrooms, lesson plans and ideas, connecting with your union, student loan forgiveness information, member benefits, project grants and more.

See the [attached New Educator Weekend Conference flyer](#) for details.

Discussions Continue

ELD/ALD

Discussions continue with the District about ELD/ALD class size maximums. HEA's position is still that ELD/ALD "class sizes" should be within the class size maximums stated in the contract. Also, we have heard that some ELD/ALD classes have 3 grade levels. We are looking into this since, nowhere in the contract does it say that elementary combination classes are more than 2 grade levels (except for Sp Ed classes). We will let you know the outcome of the discussion.



Per diem vs C-9 vs A-1

We have been asked to clarify when we receive per diem pay, C-9 pay, and A-1 pay. For Clarification:

Article 17 Summer School

All Intervention and summer school unit members (including substituting unit members) will be compensated at the C-9 per diem 186 day teacher seven (7) hour rate.

Unit members participating in district provided summer trainings shall be compensated at the C-9 per diem 186 day teacher seven (7) hour rate. A full day staff development is six (6) paid hours and one non paid hour for lunch.

Unit members serving as coaches during summer session shall be compensated at the C-9 per diem 186 day teacher seven (7) hour rate. Unit members serving as coaches will also receive one hour of prep for every hour of presentation.

Article 22 Compensation

The hourly rate shall correspond to A-1 of the 186-day teacher salary schedule based on a seven hour day. This hourly rate will apply only to moving and packing/unpacking.

Much of the rest of our work is paid at the per diem rate.

Mandated Trainings / PUBLIC WORKS

We have heard that some folks at sites have not yet completed the Public Works /Mandated training. The District has repeatedly stated that they have this matter under control and administration at the site is supposed to provide release time for folks who did not yet complete it and/or provide time at staff meetings or PD to complete the training. **They have asked that we not do anything on our own to meet the timeline and they will remind the administration.**

COVID Tests Available

As of late September, residential households are eligible for another order of 4 free at-home tests from [USPS.com](https://www.usps.com). Each order includes 4 individual rapid antigen COVID-19 tests. [COVIDTests.gov](https://www.covidtests.gov) has more details about at-home tests, including extended shelf life and updated expiration dates.

Revised HEA Office Hours

The HEA Office (i.e. Amber) will be available on a reduced schedule for the next several weeks. During this time, the HEA Office will be closed on Tuesdays and open from 12:30 pm - 4:30 pm on all other weekdays.

Mercedes' and Mary's hours remain unchanged during this time with the best way to contact them still being: Mercedes - president@heahayward.org & Mary - vicepresident@heahayward.org.



Additional Conferences, Scholarships, Grants, & Awards

2024-2025 HEA-sponsored CTA Conferences

Interested in attending one of the many CTA Conferences this year? See the [attached 24-25 HEA Sponsored Conference Overview](#) to learn for which CTA conferences HEA has sponsorships!

CTA Conference Incentive Grants

Did you know that CTA also offers incentive grants to attend CTA conferences? These CTA statewide grants are a great opportunity offered by our CTA Board of Directors. [Please follow the CTA guidelines and apply if you are interested.](#)

New Educators: CTA Classroom Setup Grants

The CTA Classroom Setup Grant is a special program for brand new educators to provide financial assistance of **\$300** towards the purchase of materials, resources, supplies, tools, and other educational instruments used by the educator to create and promote a positive learning environment in a classroom(s)/designated learning space(s). **The program is effective for Employment Start Date beginning June 1, 2023.** See the attached [Classroom Grant Flyer](#) for more information.

CTA University Credit Program

Did you know that CTA has a program where they provide the opportunity to accumulate the professional growth hours needed to qualify for university credit units and then **they pay for your university credits**? Union members can watch virtual CTA conference sessions and receive up to 9 credits a year (6 of which would be paid by CTA). [More information about this program can be found here!](#)

NEA Grant Opportunities

NEA Centers have awarded millions of dollars to members and state and local affiliates for innovative projects, and created a grant finder to allow educators to identify federal funding opportunities. [More information about NEA's grant and funding opportunities here!](#)



CTA Bulletin

See attached for the most recent [CTA Bulletin](#) with strike updates for various locals, Last Call Election details, and Human Rights Awards nominations, and more!

CTA Offers a Supplemental 403(b) Retirement Plan for You

Did you know that your CalSTRS pension will only cover, on average, 50% to 60% of the income you will need in retirement (according to the CalSTRS Member Handbook 2023)? This is why CTA has created a retirement savings plan to help make up the difference.

You spend your career helping students prepare for their future so CTA wants to help you prepare for your future by providing what many consider is the best 403(b) savings plan in California. The CTA Retirement Savings Plan helps make sure you are on a great path to a wonderful retirement! [Learn More about CTA 403\(b\) Enrollment Here!](#)

CTA Member Benefits

CTA offers so many member benefits including university credit options, savings in shopping and travel, premium subscriptions, and more! They also have short virtual meetings once a month to further explain how to maximize these benefits. [Find out more about these benefits and trainings here!](#)

CTA and NEA Positions Open

The following positions were opened during the October 2024 State Council:

- **NEA Board of Director**
 - Districts 4, 5, 6 and 13

- **CTA/ABC Committee**
 - Districts I, P, and At-Large (2 open seats)

If you are interested in serving, we encourage you to file a Declaration of Candidacy, and review both the requirements and the term limits for these positions per the 2024-25 CTA Elections Manual. You can submit your candidacy and find additional details by visiting the following link. Please note, the deadline to file is **January 13, 2025 by 4pm**.

[Declaration of Candidacy & Position Terms](#)

Please share this opportunity with your members, and feel free to email CTA at ctaelections@cta.org if you have any questions.



NEA Press Releases

[Click here to see the latest NEA Press Releases](#), including NEA calls to action, position statements, event announcements, and more.

NEA Member Benefits

Did you know that NEA offers all kinds of member benefits including retirement options, no-cost life insurance, and discounts for travel, shopping, and more! [Click here to learn more about your NEA Member Benefits!](#)

HEA Stands Up, Stands Strong, and Stands Together!

We support each and every student to the best of our ability, no matter their background or identity. We work every day to provide quality public education, support our students' mental and physical well-being, and help students reach their fullest potential.



- HEA Board Meeting** **Monday 11/04/24 @ 4:00pm**
- HUSD School Board Meeting** **Wednesday 11/13/24 @ 6:30pm**
- Virtual HEA FRA Meeting** **Monday 11/18/24 @ 4:00pm**